

Appendices

Skills Based Employment Projections Caveat

“Why are some occupations not imported (into the Skills Based Employment Projections model)?”

Occupations may not have been imported for several reasons:

Aggregate Occupations. Occupation codes that do not correspond to the Occupational Employment Statistics (OES) survey’s level of detail are not imported. New Hampshire’s data had three occupations that employed 531 people in this category.

Residual Occupations. Residual, or “All Other” occupations represent an amalgam of related but not distinct occupations. O*NET cannot classify worker requirements for this set. New Hampshire’s data included 39 occupations that employed 35,711 workers in these types of job descriptions.

No O*NET equivalent. As of O*NET version 7.0, almost 50 occupations had not been populated with job requirement information. However, the DOL/ETA (US Department of Labor, Employment and Training Administration) is involved in an ongoing process of population and updating the O*NET database. There were 36 occupations employing 10,263 people in New Hampshire in this group.

State-defined SOC codes. SOC (Standard Occupational Classification) codes established by individual states which deviate from OES SOC will not link to O*NET job requirement data. New Hampshire had 28 occupations which included 16,772 workers in this group.

Zero employment. Occupations with “0” employment will not be imported. New Hampshire had one occupation here.

Skills Based Employment Projections - Skills

	2004 Current Supply	2014 Projected Demand	Percent Rank	Replacement Index
Reading Comprehension	285,808	11,644	100.00	48.96
Active Listening	278,152	11,165	97.14	50.62
Speaking	246,434	10,325	94.29	47.54
Writing	213,456	8,792	91.43	48.13
Critical Thinking	203,011	8,321	88.57	47.51
Active Learning	188,914	7,859	85.71	47.18
Monitoring	168,471	7,064	77.14	46.45
Coordination	162,646	6,802	74.29	45.84
Learning Strategies	162,355	7,186	80.00	45.37
Instructing	162,310	7,248	82.86	43.52
Social Perceptiveness	158,798	6,783	71.43	47.37
Time Management	151,753	6,233	68.57	46.74
Judgment and Decision Making	123,672	5,256	65.71	46.52
Mathematics	112,277	4,739	60.00	47.88
Complex Problem Identification	106,001	4,521	62.86	44.72
Persuasion	96,789	3,996	57.14	44.89
Service Orientation	93,377	4,181	54.29	47.43
Management of Personnel Resources	72,361	2,586	48.57	53.44
Equipment Selection	62,174	2,610	51.43	44.44
Troubleshooting	51,502	2,158	45.71	47.31
Negotiation	44,258	1,688	31.43	52.78
Installation	43,956	1,862	40.00	48.50
Management of Financial Resources	38,684	1,514	28.57	49.41
Systems Evaluation	37,557	1,631	42.86	37.03
Operations Analysis	35,430	1,496	34.29	42.31
Systems Analysis	33,199	1,429	37.14	38.14
Quality control	28,653	1,151	25.71	44.92
Management of Material Resources	28,360	1,127	22.86	50.31
Equipment Maintenance	27,306	1,119	14.29	52.46
Repairing	25,467	999	11.43	54.96
Science	24,538	1,048	20.00	46.56
Technology Design	18,011	828	17.14	34.90
Operation Monitoring	15,177	625	2.86	56.16
Operation and Control	14,737	659	8.57	46.43
Programming	7,915	401	5.71	25.44

Source: Economic and Labor Market Information Bureau of New Hampshire Employment Security, with use of Skills-Based Employment Projections system.

Skills Based Employment Projections - Knowledge

	2004 Current Supply	2014 Projected Demand	Percent Rank	Replacement Index
Customer and Personal Service	240,946	10,538	100.00	54.18
English Language	108,586	4,308	96.97	49.28
Clerical	94,248	3,129	81.82	62.90
Mathematics	82,986	3,112	90.91	51.80
Education and Training	75,742	3,465	93.94	43.12
Sales and Marketing	75,725	3,462	87.88	57.77
Computers and Electronics	60,965	2,241	78.79	51.67
Administration and Management	55,012	2,017	75.76	53.15
Psychology	48,926	2,362	84.85	42.25
Mechanical	47,544	1,787	69.70	60.66
Economics and Accounting	32,535	1,205	66.67	48.46
Design	27,739	1,077	60.61	47.91
Law, Government and Jurisprudence	25,787	937	54.55	51.23
Building and Construction	23,637	846	51.52	52.25
Medicine and Dentistry	23,381	1,266	72.73	36.97
Engineering and Technology	21,923	958	57.58	41.86
Personnel and Human Resources	20,939	816	48.48	51.96
Public Safety and Security	20,600	785	42.42	56.56
Therapy and Counseling	19,620	946	63.64	40.17
Production and Processing	14,326	442	27.27	74.21
Telecommunications	10,824	521	45.45	30.33
Geography	9,443	443	36.36	50.34
Biology	7,369	368	39.39	39.13
Chemistry	6,691	320	33.33	45.63
Physics	4,189	152	24.24	51.32
Food Production	3,994	76	12.12	43.42
Sociology and Anthropology	3,360	158	30.30	40.51
Communications and Media	2,713	117	21.21	46.15
Fine Arts	2,610	101	15.15	51.49
Transportation	2,367	95	18.18	48.42
Philosophy and Theology	1,067	35	3.03	60.00
History and Archeology	592	31	9.09	45.16
Foreign Language	536	26	6.06	42.31

Source: Economic and Labor Market Information Bureau of New Hampshire Employment Security, with use of Skills-Based Employment Projections system.

Skills Based Employment Projections - Abilities

	2004 Current Supply	2014 Projected Demand	Percent Rank	Replacement Index
Establishing and maintaining interpersonal relationships	312,666	13,741	100.00	53.60
Getting information needed to do the job	210,738	8,685	97.56	48.66
Communicating with supervisors, peers or subordinates	203,608	8,058	90.24	51.04
Organizing, planning and prioritizing work	200,320	7,929	92.68	48.98
Updating and using job-relevant knowledge	191,593	8,041	95.12	48.39
Handling and moving objects	166,470	6,504	75.61	61.56
Making decisions and solving problems	150,413	6,289	85.37	45.51
Working directly with the public	146,822	7,248	82.93	57.26
Identifying objects, actions, and events	133,336	5,994	87.80	41.74
Processing information	132,511	5,241	78.05	49.80
Communicating with persons outside the organizations	123,661	4,863	73.17	52.11
Monitoring processes, materials or surroundings	123,074	5,386	80.49	43.67
Performing general physical activities	122,591	4,646	65.85	56.63
Resolving conflicts and negotiating with others	103,979	4,097	68.29	49.38
Thinking creatively	81,228	3,371	63.41	44.73
Assisting and caring for others	77,165	3,946	70.73	41.38
Analyzing data or information	75,845	3,090	60.98	45.83
Evaluating information for compliance to standards	71,504	2,924	56.10	50.27
Scheduling work and activities	70,588	2,621	51.22	51.47
Judging the qualities of objects, services or persons	69,792	2,809	58.54	47.81
Documenting/recording information	56,122	2,449	53.66	44.55
Coaching and developing others	54,282	2,141	41.46	50.21
Providing consultation and advice to others	49,585	2,021	48.78	44.98
Coordinating the work and activities of others	46,445	1,874	39.02	48.13
Teaching others	43,600	2,042	43.90	46.87
Interacting with computers	41,534	1,799	46.34	39.30
Guiding, directing and motivating subordinates	40,982	1,576	34.15	53.49
Interpreting the meaning of information for others	35,028	1,467	36.59	39.13
Monitoring and controlling resources	31,293	1,047	26.83	52.44
Selling or influencing others	29,827	1,209	29.27	54.26
Performing administrative activities	27,482	1,031	24.39	52.18
Developing objectives and strategies	25,555	1,072	31.71	41.32
Inspecting equipment, structures or materials	20,493	691	7.32	63.97
Repairing and maintaining mechanical equipment	20,476	811	17.07	57.34
Controlling machines and process	19,113	672	12.20	61.46
Developing and building teams	18,262	725	21.95	47.59
Estimate characteristics of materials, prod, events or info	17,161	643	19.51	45.88
Staffing organizational units	15,952	597	14.63	52.43
Operating vehicles, mechanized devices or equipment	12,748	482	9.76	51.04
Repairing and maintaining electronic equipment	11,571	424	4.88	54.72
Drafting, laying-out, & specify tech devices, parts, or equip	5,828	205	2.44	60.49

Source: Economic and Labor Market Information Bureau of New Hampshire Employment Security, with use of Skills-Based Employment Projections system.